



October 14, 2025

FISCAL AND POLICY NOTE

TO: Colette R. Gresham, Esq.
Acting Council Administrator

Karen T. Zavakos
Acting Deputy Council Administrator

THRU: Lavinia A. Baxter 
Senior Legislative Budget and Policy Analyst

FROM: Malcolm Moody - 
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CR-106-2025 Compensation and Benefits, Police Officials

CR-106-2025 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

Assigned to the Health, Human Services, and Public Safety (HHSPS) Committee

A RESOLUTION CONCERNING COMPENSATION AND BENEFITS, POLICE OFFICIALS - SALARY SCHEDULE "P-O" SCHEDULE OF PAY GRADES for the purpose of amending the Salary Plan of the County to reflect certain wage and benefit modifications of Police Officials.

Fiscal Summary

Direct Impact

Expenditures: Increased expenditures of approximately \$1,188,788 for Fiscal Year 2025 and Fiscal Year 2026 will be required for cost-of-living (COLAs) adjustments and merit payments. Increased expenditure of approximately \$6,500 for Fiscal Year 2025 for increases to the clothing allowance.

Revenue: No direct revenue impact.

Indirect Impact

No indirect impact.

Legislative Summary:

CR-106-2025, proposed by the Chair at the request of the County Executive, and introduced by Council Members Watson, Blegay, Ivey, Dernoga, and Fisher, was introduced on September 30, 2025, and was referred to the Health, Human Services, and Public Safety (HHSPS) Committee. The Resolution would amend the Salary Plan of the County to reflect certain wage and benefit modifications of Police Officials.

Current Law/Background:

The Prince George's County Code §903¹ outlines that classified and exempt service employees will have their salaries and wages determined in accordance with classification and salary plans. This section also describes that classification, and salary plans become effective once submitted by the County Executive to the County Council for legislative action. If legislative action is not taken within sixty calendar days of submission, then the plan will become approved.

Resource Personnel:

- Christina Noone, Administrative Assistant, OHRM
- Gitana Stewart-Ponder, Acting Director, OHRM

Discussion/Policy Analysis:

The Agreement between the County and the Prince George's Police Officials (Captains, Majors & Master Majors) provides for wages and certain other terms and conditions of employment

Details of modifications to the Agreement and Salary Schedule F-O are presented in the County Executive's Cover Letter and Summary of Modifications attachment for the proposed legislation. The notable modifications in the agreement are as follows:

- *Article 1 – Cost of Living Adjustment and Merit Increase*
 - Cost of Living Adjustment (COLA) of 2.75% is effective on April 6, 2025. A COLA of 2.5% is effective on April 5, 2026.

¹ [Prince George's County Code §903 – Salaries and Wages.](#)

- Employees eligible for a regular merit increase in FY 2025 (July 1, 2024, through June 30, 2025) will receive a merit increase on their initial hire/rehire anniversary date in FY 2025.
 - Employees eligible for a regular merit increase in FY 2026 (July 1, 2025, through June 30, 2026) will receive a merit increase on their initial hire/rehire anniversary date in FY 2026.
- *Article 2 – Uniform Wage Scale*
 - The Uniform Wage Scale and Scheduled Pay Rates will remain in effect until June 30, 2026.
 - The Chief of Police will be paid at the G-39 rate, and the Assistant Police Chief(s) will be paid at the G-36 rate.
- *Article 14 – Uniform Wage Scale Cont.*
 - The rank of Master Major (1-Star Chief) is added to the wage scale and will be paid the same as a Major.
 - Effective April 6, 2025, the wage scale is adjusted to eliminate Steps X and Y.
- *Article 22 – Clothing Allowance*
 - A clothing allowance of one thousand seven hundred dollars (\$1,700,00) will be disbursed starting in FY 2025. The disbursement will be split into two equal installments. The first installment will be paid in July, and the second installment will be paid in January of each year.
- *Article 25 – Yearly Career Physical Examinations*
 - The Physical Agility Test program is terminated effective June 30, 2015, and no portions of the program remain in effect.
 - Officers hired on or after July 1, 2001, must complete a Career Physical each year. In the years following graduation, these officers must undergo an annual physical examination, completed by their Certified Physician or Nurse Practitioner, and submit a signed form from the medical professional to AOT (Advanced Officer Training) no later than December 1st of each calendar year.
 - Failure to submit the jointly created Medical Evaluation Form by December 1st will result in removal from the Personal Car Program until the examination is completed and the form is submitted. Reinstatement to the program is immediate upon compliance.

Fiscal Impact:

- *Direct Impact*

According to the Office of Management and Budget (OMB), the adoption of CR-106-2025 will have an adverse fiscal impact on the County in the form of additional expenditures due to the COLAs and merit payments to be paid out in Fiscal Years 2025 and 2026 will be approximately \$1,188,788. Additionally, increases to clothing allowance will cost \$6,500. In total, the agreement will cost approximately \$1,195,288 over two fiscal years, which currently covers sixty-five (65) employees.

- *Indirect Impact*

Adoption of CR-106-2025 should not have an indirect fiscal impact on the County.

- *Appropriated in the Current Fiscal Year Budget*

Yes

Effective Date of Proposed Legislation:

The Act shall take effect forty-five (45) days after it becomes law.

If you require additional information, or have questions about this fiscal impact statement, please reach out to me via phone or email.